

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND

THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)
THE CONFIDENTIAL EMPLOYEES' ORGANIZATION (CEO), AFSCME, LOCAL NO. 101

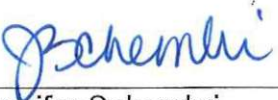
Higher Class Pay

As part of the Labor Management Committee meetings, the City of San Jose ("City") and the Municipal Employees' Federation, AFSCME, Local 101 (MEF) have agreed on modifications to City Policy Manual, Section 4.1.2, Working in a Higher Class, and the approval form contained therein.

The City and MEF and CEO agree to meet approximately six (6) months following the implementation of the revised City Policy Manual, Section 4.1.2, Working in a Higher Class and approval form to evaluate higher class pay usage since implementation, and to continue discussions related to higher class pay.

FOR THE CITY:

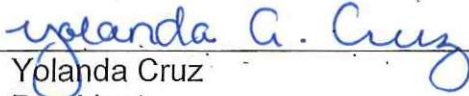
FOR THE UNION:



Jennifer Schembri
Interim Director of
Employee Relations

6/12/15


Date



Yolanda Cruz
President
MEF, AFSCME Local 101

6/12/15

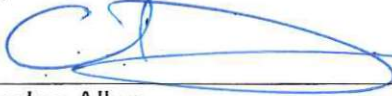
Date



LaVerne Washington
President
CEO, AFSCME Local 101

06/12/15

Date



Charles Allen
Business Agent
AFSCME, Local 101

6-12-15

Date